

**Parkwide Long-term Goals  
Volunteers-In-Parks  
Golden Gate National Recreation Area**

<b>Long-term Goals</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 2001</b>
<b>Interns and long-term volunteers gain new skills through regular training</b>	1. Assess parkwide and division specific needs 2. Identify funding sources 3. Establish standardized guidelines for volunteers	1. Develop a catalogue of inside and outside training opportunities	
<b>Park volunteer manager, supervisors, are provided management training</b>	1. VIP managers complete "National Volunteer Management" training within 6 months of appointment (ongoing) 2. Points of Light Volunteer Management Training	1. Assess mandatory training need for volunteer manager, supervisors 2. same as FY99	1. Mandatory individualized training funded through government accounts 2. same as FY99
<b>VIP program has an effective communication program that targets park managers.</b>	1. Initiate through supervisor briefings to superintendent and senior staff 2. Initiate through supervisor briefings to GGNPA.	1. Superintendent and senior staff regularly observe and participate in volunteer programs and recognition.	1. Initiate regular briefings for middle managers and field staff.
<b>Resources for VIP program are sufficient and consistent</b>	1. Proposals due for grant funding in FY2000	1. same as FY99 2. Funds available for new start-ups 3. Establish parkwide volunteer hours tracking program	1. Same as FY99 2. Funding and staffing proposals completed parkwide 3. Increased funding support from GGNPA for ongoing programs

<b>Long-term Goals</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 2001</b>
<b>Park volunteer force reflects the diversity of our constituents</b>	1. Targeted recruitment: Recruit from university groups and ethnic studies department	1. Recruit bilingual interpreters and work leaders	
<b>Volunteer recruitment and placement is user friendly and targeted to the needs of the park</b>	1. All job descriptions evaluated, refined and on file with park volunteer manager (ongoing) 2. All 10-85 & 10-86 forms are signed by current volunteers (ongoing)	1. Outreach efforts are centralized	1. All VIP internet sites are completed and updated regularly 2. Targeted recruitment for specialized needs/jobs
<b>VIP program housing needs are being met</b>	1. Negotiations with Presidio Trust for housing slots 2. Assess housing needs to FY2003 by all volunteer managers	1. Approach GGNPA for housing renovation funding 2. Group housing available in Marin	1. park management increases VIP housing in Marin
<b>Recognition of volunteers is an integral part of the parkwide program</b>	1. Assess parkwide recognition efforts		1. Develop parkwide VIP recognition program